

US EPA ARCHIVE DOCUMENT



U.S. EPA Brownfields Job Training Program

JFYNetWorks Boston, MA



Overview: JFYNetWorks is an organization that provides employment services to unemployed and underemployed residents in the State of Massachusetts. JFY's Green Jobs employment training was established in 1995 and was among one of the first EPA Brownfields job training pilots in 1998. Recently, JFY became a recipient of a 2010 U.S. EPA Brownfields Job Training Grant, which provided \$200,000 to further their job training program.

JFY's training curriculum prepares participants for a wide range of entry-level environmental technician jobs. Trainees receive 265 hours of hard skills technical training, and an additional 116 hours of non-EPA funded soft skills, which includes professional development, resume writing, interviewing skills, and job search and retention strategies. An advisory board consisting of employers, training partners, local, state and federal environmental representatives meets quarterly to assess hiring demand, review the core curriculum, and update training standards. JFY has two, 14-week cycles per year with one cycle in the late fall and the other in early spring, each having approximately 15-20 participants. JFY staff also conducts a 12 month systematic graduate follow-up that includes the 8-hour HAZWOPER refresher, which is open for JFY program graduates.

Participants: Although the majority of the program participants are from Boston and Chelsea, many trainees come from neighboring towns, and a small percentage are from outlying towns in Massachusetts and border towns of New Hampshire and Rhode Island. To reach the population of interest for the program, JFY conducts community outreach through newspapers, Craigslist, and presentations at partner referral organizations and local One-Stops. Applicants interested in the program must attend an orientation session, which are held several times per week during the 4-week recruiting period, before they can take the Test of Adult Basic Education (TABE). Participants are required to score at least at the 8th grade level on the TABE to be eligible to move on to the screening process, which includes a personal interview. Trainees are then selected and enrolled in the program.

Outcomes: JFY utilizes various partnerships, including partnerships with EPA-funded Boston and Chelsea clean-up and assessment grantees, to provide employment opportunities for their graduates. Currently, JFY has an 80% placement rate. Examples of job training graduates that have successfully completed the program and transitioned into a career in the environmental field include:

- Brian S., a 2009 graduate, was hired as a wastewater treatment technician at Macomtech at \$22.00 per hour.
- Alan A., a 2009 graduate, took his first job as an Asbestos Supervisor with A&E Environmental in July 2010. He then took a three-month assignment as a field technician with Entrix Environmental to work on the cleanup of the oil spill in the Gulf of Mexico. Upon his return to Massachusetts, he was hired as a Field Service Technician III and within a month promoted to the position of site safety officer at an annual salary of \$78,000.
- Kim H., a 2010 graduate, was admitted into the local Carpenters Union as an apprentice starting at \$18.00 per hour.
- Program graduates (2010) Steve K., Curtis M., Jeff M., John G., and Joseph M. were hired at \$45.00 per hour as field technicians by Aerotek to work on a soil vapor extraction project at an EPA Superfund site.
- Two graduates now work as trainers with JFY employer partners: Armando G., a 2005 graduate, conducts Asbestos Worker and Supervisor and Renovation, Repair & Paint in both English and Spanish for the Institute of Environmental Education; and Luis S., a 2009 graduate, conducts 40-hour HAZWOPER training for The New England Consortium.

Core Curriculum

- OSHA- 40 hour HAZWOPER
- Environmental Science/Environmental Chemistry
- Environmental Sampling/Green Remediation
- Confined Space Entry
- EPA Renovation, Repair and Paint (RR&P)
- Asbestos Abatement Worker & Supervisor
- Microbial (Mold) Remediation
- OSHA- 10 hour Construction Safety Training
- Basic Weatherization

Program Partners

Training: The New England Consortium at University of MA Lowell and Institute of Environmental Education

Community: Urban Edge, YouthBuild Boston, Dorchester Bay EDC, Codman Square NDC, Alternatives for Community and Environment (ACE), and Roca.

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Photo provided by JFYNetWorks.

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